



WESSEL-HYDRAULIK GmbH has been supplying both the mobile and stationary hydraulic market with hydraulic components, primarily hydraulic valves, for more than 60 years.

During these years, intensive relationships have been built up with a large number of well-known customers operating worldwide, for whom WESSEL-HYDRAULIK GmbH is approved and satisfied as a supplier. WESSEL-HYDRAULIK GmbH has always acted as a problem solver for technically demanding tasks and has developed and manufactured the optimum solution for the customer's application in cooperation with the customer.

The products of WESSEL-HYDRAULIK GmbH are mainly customized valves, which in the rarest cases can be used as standard valves in other applications.

In short: „We engineer your progress“:

Enthusiastic about technology. We are competent and full of ideas. This makes us an innovative problem solver for our customers.

Pragmatic in the way of working. We create simple and fast solutions with efficient results. We are acting as a medium-sized company with focus on collaborative partnership.

Focus on the customer. We contribute to the success of our customers. Together with our customers, we make a significant contribution to a sustainable future.

A common understanding of socially and ecologically responsible management and ethical business conduct is an essential basis for our business relationship.

We agree for our collaboration, the following regulations, summarized in a "Code of Conduct".

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WESSEL-HYDRAULIK expects its suppliers to comply with this Code of Conduct.

WESSEL-HYDRAULIK reserves the right to verify compliance with this Code of Conduct for their suppliers in an appropriate manner, e.g. conduct of audits.

A violation of this Code of Conduct constitutes an impairment of the business relationship between **WESSEL-HYDRAULIK** and the supplier

In such a case, **WESSEL-HYDRAULIK** reserves the right to demand the initiation of suitable countermeasures. If the supplier demonstrably fails to take appropriate countermeasures within a reasonable period or if the violation is so serious that a continuation of the business relationship becomes unreasonable for **WESSEL-HYDRAULIK**.

WESSEL-HYDRAULIK reserves the right to terminate the contractual relationship concerned without notice.

Suppliers must also communicate these expectations to their own supply chain and work to ensure compliance. If you have any concerns about illegal behavior or misconduct, please contact your **WESSEL-HYDRAULIK** representative.

Wilhelmshaven, 06.02.2023

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1. Compliance with laws:

Our suppliers comply with the laws of those countries in which they operate.

2. Sense of responsibility:

2.1 Human Rights:

Our suppliers uphold internationally recognized human rights and actively promote their observance.

2.2 Exclusion of forced labor

Our suppliers reject any form of forced labor and respect the principle of freely chosen employment. Furthermore, there shall be no unacceptable treatment of workers, such as through psychological hardship, sexual and personal harassment.

2.3 Prohibition of child labor

Our suppliers shall only employ workers who have reached the minimum age required to perform work in accordance with the applicable legislation. They also respect and observe the rights of children.

2.4 Fair working conditions

Our suppliers pay remuneration and social benefits that at least comply with national and local legal standards, regulations or agreements. The applicable regulations on working hours and vacations are complied with.

2.5 Freedom of association

Our suppliers respect the freedom of association and the right to form interest groups. They shall grant their employees the right to represent their interests based on the applicable national legislation. Employee representatives shall be protected against discrimination.

2.6 Equal Opportunities

Our suppliers do not tolerate discrimination against employees based on gender, skin colour, nationality, disability, political opinion, ethnic or social origin, religion, age, sexual ori-

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entation or any other grounds. The personal dignity, privacy and personal rights of each individual are respected.

2.7 Health protection/safety at work

Our suppliers are responsible for a safe and healthy working environment and, within this framework, take appropriate measures to ensure health and safety at the workplace so that healthy employment conditions are guaranteed.

2.8 Management with conflict minerals

Our suppliers establish processes for the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, in accordance with the Organization for Economic Cooperation and Development (OECD) Guiding Principles for Fulfilling due diligence to promote responsible supply chains for minerals from conflict and high-risk areas.

3 Sustainability / environmental protection:

3.1 Compliance with applicable environmental regulations

Our suppliers assume responsibility with regard to environmental protection issues and comply with all applicable regulations concerning the environment and sustainability.

3.2 Handling of waste and hazardous substances

Our suppliers avoid or reduce their waste volumes as well as emissions to air, water and soil. The applicable legal requirements are complied within the case of disposal.

3.3 Reduce of consumption of raw materials and natural resources

Our suppliers reduce or avoid the use and consumption of resources during production and the generation of waste of all kinds, including water and energy.

3.4 Dealing with energy consumption/efficiency and greenhouse gas emissions

Our suppliers monitor and document energy consumption. They strive to improve energy efficiency and minimize energy consumption. In this way and through the use of renewable energies, greenhouse gas emissions are to be reduced.

4 Ethical business conduct

4.1 Integrity, fair competition and sense of responsibility

Our suppliers show fair behaviour in competition and comply with the applicable legal regulations that protect free competition. In addition, they do not enter into any agreements or concerted practices with other companies which have the purpose or effect of preventing, restricting or distorting competition and do not take unlawful advantage of any dominant market position.

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Our suppliers fulfill their obligations and assume personal responsibility for their actions. They only promise what they can deliver!

4.2 Conflicts of interest

Our suppliers make decisions based on objective considerations and do not allow themselves to be guided in an inadmissible manner by personal interests.

4.3 Corruption

Our suppliers apply the highest standards of integrity. They comply with the applicable anti-corruption laws.

4.4. Foreign trade regulations

Our suppliers comply with all foreign trade and customs regulations as well as sanctions regulations.

4.5 Data protection

Our suppliers shall comply with the applicable laws and regulations on data protection.

4.6 Discretion

Our suppliers shall ensure that confidential information of Wessel-Hydraulik is kept secret. This shall also apply after termination of the business relationship.

4.7 Money laundering and financing of terrorism

Our suppliers shall observe the relevant statutory provisions for the prevention of money laundering and the financing of terrorism.

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